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Fall, 1986
Volume Four - Number Two

SEP 5 1986

MONTANA SOICC NEWSLETTER

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1986 SUPPLY/DEMAND REPORT

The Montana SOICC has just released the third edition of the Montana Supply/Demand Report.

This publication provides information on anticipated job openings (demand) and the expected number of persons trained to fill those openings (supply). It offers planners and administrators of educational and training programs a broad perspective of employment needs and labor market information.

If you did not receive a copy but would like one, write: "Supply/Demand Report", Montana SOICC, P.O. Box 1728, Helena, Montana 59624.

MANY JOBS GO BEGGING

Companies in the service industry are having the toughest time since the late 1960s filling entry-level positions, those low-paying, low-skill jobs typically held by teenagers and women. Fast-food chains, convenience stores, and grocers have the most unfilled slots; department stores, hotels, and temporary-help agencies are also coming up shorthanded.

The long-run problem is that the demand for entry-level workers is rising as the supply shrinks. Services and retail sales will add nine million jobs in the next ten years, according to the Bureau of Labor Statistics' latest employment projections, and the percentage of entry-level jobs in the total economy will remain about the same at 20%. Because of the baby bust, however, the pool of 16- to 24-year-old workers who typically take those jobs will shrink from the current 21% of the labor force to only 15%.

The number of teenagers who make up 20% of the work force in retail sales and 85% in fast food has already declined by 2.3 million since 1981. Women who took the low-paying part-time jobs are moving up the ladder, and fewer young ones are coming along to replace them. Nor are immigrants likely to fill the void. Legal immigration will remain flat at around 600,000 people a year, and Congress is continuing to press for tighter controls over illegal immigration.

These scarcities partly reflect the 40-month economic expansion that will force service industry companies to struggle to fill vacancies for years to come.

SOURCE: Fortune, March 17, 1986

NON-TRADITIONAL JOBS

The tremendous technological changes our society has undergone in the last two decades have reshaped the workforce. No longer do the help wanted ads separate job offerings for men and women. Anyone with the training and ability to do a job is eligible to be hired.

Today women are found in nearly every occupation. They work as automobile and aviation mechanics, brickmasons and carpenters, machinists and printers, painters and security guards. Women who enter "non-traditional" fields do so because they want a job that offers more independence and a different sort of challenge.

Women are attending specialized vocational schools in great numbers, and estimates say over half of all students enrolled in these schools today are women. They are training to be commercial divers, pilots, heavy equipment operators, emergency medical technicians, and diesel mechanics.

The first step in getting skilled is to enroll in a trade or technical school which can prepare one for many of tomorrow's jobs. Vocational schools offer a wide variety of courses from acting to x-ray technician. The following list includes a selection of "non-traditional" fields for women and the amount of time required for training.

<u>SKILL</u>	<u>TERM</u>	<u>SKILL</u>	<u>TERM</u>
Air Conditioning	12-73 weeks	Gunsmithing	69 weeks
Appliance Repair	12-72 weeks	Heating	12-24 weeks
Architectural Engineering	60-100 weeks	Heavy Equipment Operator	3-10 weeks
Automotive Mechanics	14-50 weeks	Hotel-Motel Training	15-16 weeks
Aviation Mechanics	33-84 weeks	Industrial Management	72 weeks
Barbering	32-52 weeks	Instrumentation	78-80 weeks
Blueprint Reading	3-40 weeks	Loss Prevention/Security	16 weeks
Brickmasonry	102 weeks	Mechanical Engineering	64-108 weeks
Broadcasting	10-92 weeks	Office Machine Repair	15-50 weeks
Building Maintenance	52-60 weeks	Painting	102 weeks
Camera Service & Repair	16-50 weeks	Pilot, Commercial	12-69 weeks
Carpentry	102 weeks	Plumbing	26 weeks
Coin Op. Machine Repair	26 weeks	Printing	24-72 weeks
Construction Technology	32-104 weeks	Real Estate Brokerage	6 weeks
Data Processing	21-100 weeks	Surveying	72 weeks
Diesel Mechanics	10-48 weeks	Tailoring	5-60 weeks
Diving	8-15 weeks	Tool & Die	28-108 weeks
Drafting	17-88 weeks	Truck Driving	1-8 weeks
Electricity	21-104 weeks	Welding	2-72 weeks
Electronics	24-108 weeks		

Today, women make up an increasingly large segment of the workforce. Sixty-four percent of all women ages 25 to 34 were either working or looking for work in 1980. If this trend continues, the U.S. Bureau of Labor Statistics has estimated that by 1990, over 90% of all women will be working outside the home.

Getting skilled is an investment in the future. Technical training can provide a lifetime skill--a skill which can increase earning potential and put talents to work in a satisfying career. For a free listing of accredited career training schools, write to NATTS, Dept. WW, P.O. Box 10429, Rockville, MD 20850.

SOURCE: Opportunities for Women in Trade and Technical Fields, NATTS

Fastest Growing Occupations In Montana

<u>Occupation Title</u>	<u>1984 Base Employment</u>	<u>1990 Projected Employment</u>	<u>Change in Number</u>	<u>Change in Percent</u>
Sales Persons, Retail	11,560	12,789	1,229	10
Cashiers	6,435	7,513	1,078	16
Secretaries	7,933	8,858	925	11
Comb. Food Preparation, Service	3,761	4,674	913	24
Janitor, Porter, Cleaner, Maid	8,780	9,568	788	8
Waiters & Waitresses	6,936	7,689	753	10
Teachers: Elementary School	5,408	6,046	638	11
Nursing Aides, Orderlies	3,855	4,374	519	13
Bookkeeping & Accounting Clerks	7,323	7,737	414	5
Registered Nurses	4,455	4,866	411	9
Bartenders	2,980	3,390	410	13
Truck Drivers	8,688	9,093	405	4
Cooks: Restaurant	2,653	3,053	400	15
Sales & Related Occs. (No Detail)	5,416	5,815	399	7
General Managers & Top Executives	6,323	6,717	394	6
Food Preparation Workers	3,279	3,670	391	11
Receptionists, Information Clerks	1,994	2,371	377	18
Maintenance Repairers, General	3,397	3,661	264	7
Cooks: Fast Food & Short Order	2,223	2,461	238	10
Stock Clerks: Sales Floor	2,813	3,040	227	8
Hairdressers & Cosmetologists	867	1,079	212	24
Computer Operators, Except Periph.	812	1,021	209	25
Accountants & Auditors	2,507	2,696	189	7
Clerical & Support (No Detail)	4,042	4,230	188	4
Licensed Practical Nurse	1,780	1,964	184	10
Instructors & Coaches: Sports	917	1,084	167	18
Service Workers (No Detail)	1,388	1,554	166	11
Bus Drivers: School	1,313	1,477	164	12
Food Service & Lodging Managers	1,231	1,386	155	12
General Office Clerks	6,340	6,494	154	2
Food Service Workers (No Detail)	1,681	1,832	151	8
Financial Managers	2,221	2,368	147	6
Dining Room & Bartender Helper	1,117	1,256	139	12
Teachers: Preschool	810	946	136	16
Other Health Professionals, Techn	627	752	125	19
Amusement & Recreation Attendant	478	601	123	25
Teacher's Aides, Educ. Assistants	1,900	2,022	122	6
Social Workers	1,309	1,429	120	9
Counter & Rental Clerks	1,712	1,829	117	6
Gardeners & Groundskeepers	874	985	111	12
Computer Programmers & Aides	649	759	110	16
Auto & Motorcycle Mechanics	1,853	1,961	108	5
Lawyers	916	1,018	102	11
Teachers: Secondary School	4,110	4,210	100	2
Stock Clerks	1,600	1,696	96	6
Guards & Watch Guards	754	846	92	12
Reservation Ticket Agents	303	389	86	28
Travel Agents	270	354	84	31

Fastest Declining Occupations in Montana

<u>Occupation Title</u>	<u>1984 Base Employment</u>	<u>1990 Projected Employment</u>	<u>Change in Number</u>	<u>Change in Percent</u>
Hand Laborers (No Detail)	4,900	4,723	-177	-3
Roustabouts	839	670	-169	-20
Machine Feeders & Offbearers	1,264	1,153	-111	-8
Carpenters	2,869	2,759	-110	-3
Helpers: Construction	1,263	1,159	-104	-8
Fallers & Buckers	625	532	-93	-14
Logging Tractor Operators	603	513	-90	-14
Service Unit Operators	444	357	-87	-19
Sheriffs, Deputies, U.S. Marshall	728	652	-76	-10
Data Entry Keyers, Exc. Composing	780	709	-71	-9
Sawing Machine Operator/Tender	666	604	-62	-9
Graduate Assistants, Teaching	668	615	-53	-7
Butcher, Meatcutter, Slaughterer	750	699	-51	-6
Railroad Brake, Signal, Switch	557	506	-51	-9
Stenographers	324	283	-41	-12
Central Office & PBX Installers	270	229	-41	-15
Electricians	1,255	1,220	-35	-2
Choke Setters	223	190	-33	-14
Rail Car Repairers	255	222	-33	-12
Operating Engineers	1,253	1,220	-33	-2
Central Office Operators	205	173	-32	-15
Well Head Pumpers	203	172	-31	-15
Log Handling Equipment Operators	268	238	-30	-11
Construction Managers	617	589	-28	-4
Rotary Drill Operators	446	418	-28	-6
Derrick Operators, Oil & Gas	130	104	-26	-20
Meat, Poultry, Fish Cutters	65	40	-25	-38
Packaging, Filling Machine Oper.	305	281	-24	-7
Millwrights	314	294	-20	-6
Railroad Conductors, Yardmasters	367	347	-20	-5
Hoist, Winch, Crane Operators	212	193	-19	-8
Telephone Station Installers	257	239	-18	-7
Industrial Truck/Tractor Oper.	935	918	-17	-1
Locomotive Firemen	38	22	-16	-42
Heavy Equipment Mechanics	749	734	-15	-2
Auxiliary Equip. Oper., Power	95	80	-15	-15
Conveyor Operators & Tenders	285	271	-14	-4
Engineering Techn. (No Detail)	330	317	-13	-3
Production Inspectors, Graders	362	349	-13	-3
Rail-Track Laying Equip. Oper.	104	91	-13	-12
Oil Pumpers, Except Well Head	88	75	-13	-14
Farm Equipment Mechanics	322	310	-12	-3
Concrete & Terrazzo Finishers	338	326	-12	-3
Roofers	170	158	-12	-7
Cementing, Gluing Machine Oper.	147	135	-12	-8
Machinery Maintenance Workers	402	391	-11	-2
Plumber, Pipefitter, Steamfitter	846	835	-11	-1
Petroleum Refinery Operators	171	160	-11	-6

A LOOK AT THE FUTURE

Futurists are divided on whether there will be a shortage of labor or a shortage of jobs in the years ahead. The "birth dearth" that followed the baby boom may mean that there will be fewer entrants to the work force in the U.S. and other developed countries.

On the other hand, many futurists are worried that computers, robots, and other types of automation will result in massive unemployment.

Who is right? Only time will tell for sure, but history indicates that, in the long run, labor-saving technology creates more jobs than it destroys, because savings in labor costs lead to lower costs for products and more sales. On the other hand, some laid-off workers suffer acute distress because they are unable to find new jobs with similar compensation.

SOURCE: The Futurist, December 1985

MUSCLE WORK

"Muscle work jobs" requiring few basic skills are quickly disappearing from today's labor market. Jobs now and in the future will demand better reading, writing, and computational skills, according to a new publication produced by the ERIC Clearinghouse on Adult, Career, and Vocational Education, "Job Related Basic Skills: Cases and Conclusions".

According to the report, job skill requirements are changing because the youth population is declining and service and technology-related jobs, with different skill requirements, are increasing.

SOURCE: Vocational Education Reporter

YOUR EDUCATION PAYS OFF.

How much is your education worth to you? The following chart indicates the percent of men and women earning more than \$30,000 a year for each education level.

HIGH SCHOOL

Men 48%
Women 19%

MASTER'S DEGREE

Men 68%
Women 45%

PH.D.

Men 83%
Women 62%

COLLEGE

Men 60%
Women 39%

MBA

Men 91%
Women 84%

Kate Kahle, Editor
Montana SOICC Newsletter
Volume Four - Number Two



Robert N. Arnold, Program Manager
Montana SOICC

525 copies of this newsletter were produced at an individual cost of 15.74, for a total cost of \$82.42, which includes \$22.66 for printing and \$59.76 for distribution.

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